

**Note**

This is a new pay plan for the Nurse, Head Nurse, Advanced Nurse Practitioner, Psychiatric Advance Nurse Practitioner, Forensic Head Nurse, Forensic Nurse, Head Nurse (Correctional Facility), Nurse (Correctional Facility), Nurse Consultant (DPH FLIS), Supervising Nurse Consultant (DPH FLIS), PostDFelw-PsyclDept(Clinical), Psychologist(Clinical) job classes.

Please see the job specification for more information.

**P-1 HJ 35 Hour Pay Plan Effective 07/01/2022**

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HJ          | 1            | Annual        | \$28,561.00   | \$29,205.00   | \$29,861.00   | \$30,504.00   | \$31,341.00   | \$32,180.00   | \$33,046.00   | \$33,932.00   | \$34,849.00   | \$35,790.00    | \$36,757.00    |
|             |              | Bi-Wk         | \$1,094.30    | \$1,118.97    | \$1,144.10    | \$1,168.74    | \$1,200.81    | \$1,232.96    | \$1,266.14    | \$1,300.08    | \$1,335.22    | \$1,371.27     | \$1,408.32     |
|             |              | Daily         | \$109.43      | \$111.90      | \$114.41      | \$116.88      | \$120.09      | \$123.30      | \$126.62      | \$130.01      | \$133.53      | \$137.13       | \$140.84       |
|             |              | Hourly        | \$15.64       | \$15.99       | \$16.35       | \$16.70       | \$17.16       | \$17.62       | \$18.09       | \$18.58       | \$19.08       | \$19.59        | \$20.12        |
| HJ          | 2            | Annual        | \$29,861.00   | \$30,504.00   | \$31,152.00   | \$31,796.00   | \$32,670.00   | \$33,546.00   | \$34,438.00   | \$35,359.00   | \$36,314.00   | \$37,295.00    | \$38,302.00    |
|             |              | Bi-Wk         | \$1,144.10    | \$1,168.74    | \$1,193.57    | \$1,218.24    | \$1,251.73    | \$1,285.29    | \$1,319.47    | \$1,354.76    | \$1,391.35    | \$1,428.93     | \$1,467.51     |
|             |              | Daily         | \$114.41      | \$116.88      | \$119.36      | \$121.83      | \$125.18      | \$128.53      | \$131.95      | \$135.48      | \$139.14      | \$142.90       | \$146.76       |
|             |              | Hourly        | \$16.35       | \$16.70       | \$17.06       | \$17.41       | \$17.89       | \$18.37       | \$18.85       | \$19.36       | \$19.88       | \$20.42        | \$20.97        |
| HJ          | 3            | Annual        | \$30,504.00   | \$31,152.00   | \$31,796.00   | \$32,444.00   | \$33,341.00   | \$34,227.00   | \$35,140.00   | \$36,076.00   | \$37,051.00   | \$38,052.00    | \$39,080.00    |
|             |              | Bi-Wk         | \$1,168.74    | \$1,193.57    | \$1,218.24    | \$1,243.07    | \$1,277.44    | \$1,311.38    | \$1,346.37    | \$1,382.23    | \$1,419.58    | \$1,457.94     | \$1,497.32     |
|             |              | Daily         | \$116.88      | \$119.36      | \$121.83      | \$124.31      | \$127.75      | \$131.14      | \$134.64      | \$138.23      | \$141.96      | \$145.80       | \$149.74       |
|             |              | Hourly        | \$16.70       | \$17.06       | \$17.41       | \$17.76       | \$18.25       | \$18.74       | \$19.24       | \$19.75       | \$20.28       | \$20.83        | \$21.40        |
| HJ          | 4            | Annual        | \$31,847.00   | \$32,640.00   | \$33,420.00   | \$34,204.00   | \$35,150.00   | \$36,087.00   | \$37,052.00   | \$38,044.00   | \$39,072.00   | \$40,127.00    | \$41,211.00    |
|             |              | Bi-Wk         | \$1,220.20    | \$1,250.58    | \$1,280.46    | \$1,310.50    | \$1,346.75    | \$1,382.65    | \$1,419.62    | \$1,457.63    | \$1,497.02    | \$1,537.44     | \$1,578.97     |
|             |              | Daily         | \$122.02      | \$125.06      | \$128.05      | \$131.05      | \$134.68      | \$138.27      | \$141.97      | \$145.77      | \$149.71      | \$153.75       | \$157.90       |
|             |              | Hourly        | \$17.44       | \$17.87       | \$18.30       | \$18.73       | \$19.24       | \$19.76       | \$20.29       | \$20.83       | \$21.39       | \$21.97        | \$22.56        |
| HJ          | 5            | Annual        | \$32,718.00   | \$33,550.00   | \$34,382.00   | \$35,219.00   | \$36,184.00   | \$37,155.00   | \$38,148.00   | \$39,170.00   | \$40,228.00   | \$41,315.00    | \$42,431.00    |
|             |              | Bi-Wk         | \$1,253.57    | \$1,285.45    | \$1,317.32    | \$1,349.39    | \$1,386.37    | \$1,423.57    | \$1,461.61    | \$1,500.77    | \$1,541.31    | \$1,582.96     | \$1,625.71     |
|             |              | Daily         | \$125.36      | \$128.55      | \$131.74      | \$134.94      | \$138.64      | \$142.36      | \$146.17      | \$150.08      | \$154.14      | \$158.30       | \$162.58       |
|             |              | Hourly        | \$17.91       | \$18.37       | \$18.82       | \$19.28       | \$19.81       | \$20.34       | \$20.89       | \$21.44       | \$22.02       | \$22.62        | \$23.23        |
| HJ          | 6            | Annual        | \$33,610.00   | \$34,573.00   | \$35,405.00   | \$36,232.00   | \$37,231.00   | \$38,225.00   | \$39,245.00   | \$40,292.00   | \$41,380.00   | \$42,498.00    | \$43,646.00    |
|             |              | Bi-Wk         | \$1,287.74    | \$1,324.64    | \$1,356.52    | \$1,388.20    | \$1,426.48    | \$1,464.56    | \$1,503.64    | \$1,543.76    | \$1,585.45    | \$1,628.28     | \$1,672.27     |
|             |              | Daily         | \$128.78      | \$132.47      | \$135.66      | \$138.82      | \$142.65      | \$146.46      | \$150.37      | \$154.38      | \$158.55      | \$162.83       | \$167.23       |
|             |              | Hourly        | \$18.40       | \$18.93       | \$19.38       | \$19.84       | \$20.38       | \$20.93       | \$21.49       | \$22.06       | \$22.65       | \$23.27        | \$23.89        |
| HJ          | 7            | Annual        | \$34,659.00   | \$35,495.00   | \$36,329.00   | \$37,158.00   | \$38,181.00   | \$39,198.00   | \$40,247.00   | \$41,325.00   | \$42,441.00   | \$43,587.00    | \$44,764.00    |
|             |              | Bi-Wk         | \$1,327.94    | \$1,359.97    | \$1,391.92    | \$1,423.68    | \$1,462.88    | \$1,501.84    | \$1,542.04    | \$1,583.34    | \$1,626.10    | \$1,670.00     | \$1,715.10     |
|             |              | Daily         | \$132.80      | \$136.00      | \$139.20      | \$142.37      | \$146.29      | \$150.19      | \$154.21      | \$158.34      | \$162.61      | \$167.00       | \$171.51       |
|             |              | Hourly        | \$18.98       | \$19.43       | \$19.89       | \$20.34       | \$20.90       | \$21.46       | \$22.03       | \$22.62       | \$23.23       | \$23.86        | \$24.51        |
| HJ          | 8            | Annual        | \$37,628.00   | \$38,646.00   | \$39,666.00   | \$40,689.00   | \$41,802.00   | \$42,921.00   | \$44,070.00   | \$45,250.00   | \$46,472.00   | \$47,727.00    | \$49,016.00    |
|             |              | Bi-Wk         | \$1,441.69    | \$1,480.69    | \$1,519.78    | \$1,558.97    | \$1,601.61    | \$1,644.49    | \$1,688.51    | \$1,733.72    | \$1,780.54    | \$1,828.63     | \$1,878.01     |
|             |              | Daily         | \$144.17      | \$148.07      | \$151.98      | \$155.90      | \$160.17      | \$164.45      | \$168.86      | \$173.38      | \$178.06      | \$182.87       | \$187.81       |
|             |              | Hourly        | \$20.60       | \$21.16       | \$21.72       | \$22.28       | \$22.89       | \$23.50       | \$24.13       | \$24.77       | \$25.44       | \$26.13        | \$26.83        |
| HJ          | 9            | Annual        | \$38,820.00   | \$39,886.00   | \$40,943.00   | \$42,017.00   | \$43,173.00   | \$44,326.00   | \$45,510.00   | \$46,727.00   | \$47,989.00   | \$49,285.00    | \$50,616.00    |
|             |              | Bi-Wk         | \$1,487.36    | \$1,528.20    | \$1,568.70    | \$1,609.85    | \$1,654.14    | \$1,698.32    | \$1,743.68    | \$1,790.31    | \$1,838.66    | \$1,888.32     | \$1,939.32     |
|             |              | Daily         | \$148.74      | \$152.82      | \$156.87      | \$160.99      | \$165.42      | \$169.84      | \$174.37      | \$179.04      | \$183.87      | \$188.84       | \$193.94       |
|             |              | Hourly        | \$21.25       | \$21.84       | \$22.41       | \$23.00       | \$23.64       | \$24.27       | \$24.91       | \$25.58       | \$26.27       | \$26.98        | \$27.71        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HJ          | 10           | Annual        | \$40,117.00   | \$41,226.00   | \$42,360.00   | \$43,527.00   | \$44,722.00   | \$45,924.00   | \$47,156.00   | \$48,424.00   | \$49,732.00   | \$51,075.00    | \$52,455.00    |
|             |              | Bi-Wk         | \$1,537.05    | \$1,579.55    | \$1,622.99    | \$1,667.71    | \$1,713.49    | \$1,759.55    | \$1,806.75    | \$1,855.33    | \$1,905.45    | \$1,956.90     | \$2,009.78     |
|             |              | Daily         | \$153.71      | \$157.96      | \$162.30      | \$166.78      | \$171.35      | \$175.96      | \$180.68      | \$185.54      | \$190.55      | \$195.69       | \$200.98       |
|             |              | Hourly        | \$21.96       | \$22.57       | \$23.19       | \$23.83       | \$24.48       | \$25.14       | \$25.82       | \$26.51       | \$27.23       | \$27.96        | \$28.72        |
| HJ          | 11           | Annual        | \$41,419.00   | \$42,613.00   | \$43,828.00   | \$45,044.00   | \$46,283.00   | \$47,519.00   | \$48,795.00   | \$50,104.00   | \$51,457.00   | \$52,847.00    | \$54,274.00    |
|             |              | Bi-Wk         | \$1,586.94    | \$1,632.69    | \$1,679.24    | \$1,725.83    | \$1,773.30    | \$1,820.66    | \$1,869.55    | \$1,919.70    | \$1,971.54    | \$2,024.79     | \$2,079.47     |
|             |              | Daily         | \$158.70      | \$163.27      | \$167.93      | \$172.59      | \$177.33      | \$182.07      | \$186.96      | \$191.97      | \$197.16      | \$202.48       | \$207.95       |
|             |              | Hourly        | \$22.68       | \$23.33       | \$23.99       | \$24.66       | \$25.34       | \$26.01       | \$26.71       | \$27.43       | \$28.17       | \$28.93        | \$29.71        |
| HJ          | 12           | Annual        | \$42,836.00   | \$44,096.00   | \$45,365.00   | \$46,624.00   | \$47,904.00   | \$49,186.00   | \$50,500.00   | \$51,855.00   | \$53,256.00   | \$54,694.00    | \$56,171.00    |
|             |              | Bi-Wk         | \$1,641.23    | \$1,689.51    | \$1,738.13    | \$1,786.37    | \$1,835.41    | \$1,884.53    | \$1,934.87    | \$1,986.79    | \$2,040.46    | \$2,095.56     | \$2,152.15     |
|             |              | Daily         | \$164.13      | \$168.96      | \$173.82      | \$178.64      | \$183.55      | \$188.46      | \$193.49      | \$198.68      | \$204.05      | \$209.56       | \$215.22       |
|             |              | Hourly        | \$23.45       | \$24.14       | \$24.84       | \$25.52       | \$26.23       | \$26.93       | \$27.65       | \$28.39       | \$29.15       | \$29.94        | \$30.75        |
| HJ          | 13           | Annual        | \$45,996.00   | \$47,541.00   | \$49,074.00   | \$50,623.00   | \$52,012.00   | \$53,405.00   | \$54,838.00   | \$56,309.00   | \$57,830.00   | \$59,392.00    | \$60,996.00    |
|             |              | Bi-Wk         | \$1,762.30    | \$1,821.50    | \$1,880.23    | \$1,939.58    | \$1,992.80    | \$2,046.17    | \$2,101.08    | \$2,157.44    | \$2,215.71    | \$2,275.56     | \$2,337.02     |
|             |              | Daily         | \$176.23      | \$182.15      | \$188.03      | \$193.96      | \$199.28      | \$204.62      | \$210.11      | \$215.75      | \$221.58      | \$227.56       | \$233.71       |
|             |              | Hourly        | \$25.18       | \$26.03       | \$26.87       | \$27.71       | \$28.47       | \$29.24       | \$30.02       | \$30.83       | \$31.66       | \$32.51        | \$33.39        |
| HJ          | 14           | Annual        | \$48,101.00   | \$49,691.00   | \$51,281.00   | \$52,867.00   | \$54,318.00   | \$55,776.00   | \$57,267.00   | \$58,806.00   | \$60,394.00   | \$62,025.00    | \$63,700.00    |
|             |              | Bi-Wk         | \$1,842.96    | \$1,903.87    | \$1,964.79    | \$2,025.56    | \$2,081.15    | \$2,137.02    | \$2,194.14    | \$2,253.11    | \$2,313.95    | \$2,376.44     | \$2,440.62     |
|             |              | Daily         | \$184.30      | \$190.39      | \$196.48      | \$202.56      | \$208.12      | \$213.71      | \$219.42      | \$225.32      | \$231.40      | \$237.65       | \$244.07       |
|             |              | Hourly        | \$26.33       | \$27.20       | \$28.07       | \$28.94       | \$29.74       | \$30.53       | \$31.35       | \$32.19       | \$33.06       | \$33.95        | \$34.87        |
| HJ          | 15           | Annual        | \$50,317.00   | \$51,957.00   | \$53,601.00   | \$55,236.00   | \$56,755.00   | \$58,276.00   | \$59,835.00   | \$61,436.00   | \$63,095.00   | \$64,799.00    | \$66,549.00    |
|             |              | Bi-Wk         | \$1,927.86    | \$1,990.69    | \$2,053.68    | \$2,116.33    | \$2,174.53    | \$2,232.80    | \$2,292.53    | \$2,353.87    | \$2,417.44    | \$2,482.73     | \$2,549.78     |
|             |              | Daily         | \$192.79      | \$199.07      | \$205.37      | \$211.64      | \$217.46      | \$223.28      | \$229.26      | \$235.39      | \$241.75      | \$248.28       | \$254.98       |
|             |              | Hourly        | \$27.55       | \$28.44       | \$29.34       | \$30.24       | \$31.07       | \$31.90       | \$32.76       | \$33.63       | \$34.54       | \$35.47        | \$36.43        |
| HJ          | 16           | Annual        | \$52,679.00   | \$54,364.00   | \$56,056.00   | \$57,735.00   | \$59,318.00   | \$60,908.00   | \$62,539.00   | \$64,215.00   | \$65,949.00   | \$67,730.00    | \$69,559.00    |
|             |              | Bi-Wk         | \$2,018.36    | \$2,082.92    | \$2,147.74    | \$2,212.07    | \$2,272.73    | \$2,333.64    | \$2,396.14    | \$2,460.35    | \$2,526.79    | \$2,595.02     | \$2,665.10     |
|             |              | Daily         | \$201.84      | \$208.30      | \$214.78      | \$221.21      | \$227.28      | \$233.37      | \$239.62      | \$246.04      | \$252.68      | \$259.51       | \$266.51       |
|             |              | Hourly        | \$28.84       | \$29.76       | \$30.69       | \$31.61       | \$32.47       | \$33.34       | \$34.24       | \$35.15       | \$36.10       | \$37.08        | \$38.08        |
| HJ          | 17           | Annual        | \$55,179.00   | \$56,914.00   | \$58,642.00   | \$60,385.00   | \$62,048.00   | \$63,707.00   | \$65,413.00   | \$67,164.00   | \$68,978.00   | \$70,841.00    | \$72,754.00    |
|             |              | Bi-Wk         | \$2,114.14    | \$2,180.62    | \$2,246.82    | \$2,313.61    | \$2,377.32    | \$2,440.89    | \$2,506.25    | \$2,573.34    | \$2,642.84    | \$2,714.22     | \$2,787.51     |
|             |              | Daily         | \$211.42      | \$218.07      | \$224.69      | \$231.37      | \$237.74      | \$244.09      | \$250.63      | \$257.34      | \$264.29      | \$271.43       | \$278.76       |
|             |              | Hourly        | \$30.21       | \$31.16       | \$32.10       | \$33.06       | \$33.97       | \$34.87       | \$35.81       | \$36.77       | \$37.76       | \$38.78        | \$39.83        |
| HJ          | 18           | Annual        | \$57,836.00   | \$59,605.00   | \$61,386.00   | \$63,161.00   | \$64,900.00   | \$66,639.00   | \$68,427.00   | \$70,266.00   | \$72,164.00   | \$74,113.00    | \$76,115.00    |
|             |              | Bi-Wk         | \$2,215.94    | \$2,283.72    | \$2,351.96    | \$2,419.97    | \$2,486.60    | \$2,553.22    | \$2,621.73    | \$2,692.19    | \$2,764.91    | \$2,839.58     | \$2,916.29     |
|             |              | Daily         | \$221.60      | \$228.38      | \$235.20      | \$242.00      | \$248.66      | \$255.33      | \$262.18      | \$269.22      | \$276.50      | \$283.96       | \$291.63       |
|             |              | Hourly        | \$31.66       | \$32.63       | \$33.60       | \$34.58       | \$35.53       | \$36.48       | \$37.46       | \$38.46       | \$39.50       | \$40.57        | \$41.67        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HJ          | 19           | Annual        | \$60,581.00   | \$62,400.00   | \$64,230.00   | \$66,061.00   | \$67,880.00   | \$69,696.00   | \$71,562.00   | \$73,482.00   | \$75,467.00   | \$77,505.00    | \$79,598.00    |
|             |              | Bi-Wk         | \$2,321.12    | \$2,390.81    | \$2,460.92    | \$2,531.08    | \$2,600.77    | \$2,670.35    | \$2,741.84    | \$2,815.41    | \$2,891.46    | \$2,969.55     | \$3,049.74     |
|             |              | Daily         | \$232.12      | \$239.09      | \$246.10      | \$253.11      | \$260.08      | \$267.04      | \$274.19      | \$281.55      | \$289.15      | \$296.96       | \$304.98       |
|             |              | Hourly        | \$33.16       | \$34.16       | \$35.16       | \$36.16       | \$37.16       | \$38.15       | \$39.17       | \$40.23       | \$41.31       | \$42.43        | \$43.57        |
| HJ          | 20           | Annual        | \$63,507.00   | \$65,376.00   | \$67,253.00   | \$69,126.00   | \$71,029.00   | \$72,928.00   | \$74,881.00   | \$76,885.00   | \$78,961.00   | \$81,093.00    | \$83,283.00    |
|             |              | Bi-Wk         | \$2,433.22    | \$2,504.83    | \$2,576.75    | \$2,648.51    | \$2,721.42    | \$2,794.18    | \$2,869.01    | \$2,945.79    | \$3,025.33    | \$3,107.02     | \$3,190.92     |
|             |              | Daily         | \$243.33      | \$250.49      | \$257.68      | \$264.86      | \$272.15      | \$279.42      | \$286.91      | \$294.58      | \$302.54      | \$310.71       | \$319.10       |
|             |              | Hourly        | \$34.77       | \$35.79       | \$36.82       | \$37.84       | \$38.88       | \$39.92       | \$40.99       | \$42.09       | \$43.22       | \$44.39        | \$45.59        |
| HJ          | 21           | Annual        | \$66,521.00   | \$68,448.00   | \$70,371.00   | \$72,301.00   | \$74,287.00   | \$76,273.00   | \$78,316.00   | \$80,413.00   | \$82,585.00   | \$84,815.00    | \$87,106.00    |
|             |              | Bi-Wk         | \$2,548.70    | \$2,622.53    | \$2,696.21    | \$2,770.16    | \$2,846.25    | \$2,922.34    | \$3,000.62    | \$3,080.96    | \$3,164.18    | \$3,249.62     | \$3,337.40     |
|             |              | Daily         | \$254.87      | \$262.26      | \$269.63      | \$277.02      | \$284.63      | \$292.24      | \$300.07      | \$308.10      | \$316.42      | \$324.97       | \$333.74       |
|             |              | Hourly        | \$36.41       | \$37.47       | \$38.52       | \$39.58       | \$40.67       | \$41.75       | \$42.87       | \$44.02       | \$45.21       | \$46.43        | \$47.68        |
| HJ          | 22           | Annual        | \$69,261.00   | \$71,547.00   | \$73,835.00   | \$76,118.00   | \$78,214.00   | \$80,304.00   | \$82,457.00   | \$84,668.00   | \$86,955.00   | \$89,303.00    | \$91,715.00    |
|             |              | Bi-Wk         | \$2,653.68    | \$2,741.27    | \$2,828.93    | \$2,916.40    | \$2,996.71    | \$3,076.79    | \$3,159.28    | \$3,243.99    | \$3,331.61    | \$3,421.58     | \$3,513.99     |
|             |              | Daily         | \$265.37      | \$274.13      | \$282.90      | \$291.64      | \$299.68      | \$307.68      | \$315.93      | \$324.40      | \$333.17      | \$342.16       | \$351.40       |
|             |              | Hourly        | \$37.91       | \$39.17       | \$40.42       | \$41.67       | \$42.82       | \$43.96       | \$45.14       | \$46.35       | \$47.60       | \$48.88        | \$50.20        |
| HJ          | 23           | Annual        | \$72,502.00   | \$74,881.00   | \$77,266.00   | \$79,650.00   | \$81,834.00   | \$84,027.00   | \$86,280.00   | \$88,589.00   | \$90,981.00   | \$93,438.00    | \$95,961.00    |
|             |              | Bi-Wk         | \$2,777.86    | \$2,869.01    | \$2,960.39    | \$3,051.73    | \$3,135.41    | \$3,219.43    | \$3,305.75    | \$3,394.22    | \$3,485.87    | \$3,580.00     | \$3,676.67     |
|             |              | Daily         | \$277.79      | \$286.91      | \$296.04      | \$305.18      | \$313.55      | \$321.95      | \$330.58      | \$339.43      | \$348.59      | \$358.00       | \$367.67       |
|             |              | Hourly        | \$39.69       | \$40.99       | \$42.30       | \$43.60       | \$44.80       | \$46.00       | \$47.23       | \$48.49       | \$49.80       | \$51.15        | \$52.53        |
| HJ          | 24           | Annual        | \$75,948.00   | \$78,436.00   | \$80,912.00   | \$83,394.00   | \$85,682.00   | \$87,977.00   | \$90,334.00   | \$92,753.00   | \$95,258.00   | \$97,830.00    | \$100,472.00   |
|             |              | Bi-Wk         | \$2,909.89    | \$3,005.22    | \$3,100.08    | \$3,195.18    | \$3,282.84    | \$3,370.77    | \$3,461.08    | \$3,553.76    | \$3,649.74    | \$3,748.28     | \$3,849.51     |
|             |              | Daily         | \$290.99      | \$300.53      | \$310.01      | \$319.52      | \$328.29      | \$337.08      | \$346.11      | \$355.38      | \$364.98      | \$374.83       | \$384.96       |
|             |              | Hourly        | \$41.57       | \$42.94       | \$44.29       | \$45.65       | \$46.90       | \$48.16       | \$49.45       | \$50.77       | \$52.14       | \$53.55        | \$55.00        |
| HJ          | 25           | Annual        | \$79,567.00   | \$82,138.00   | \$84,718.00   | \$87,285.00   | \$89,689.00   | \$92,088.00   | \$94,552.00   | \$97,084.00   | \$99,706.00   | \$102,399.00   | \$105,164.00   |
|             |              | Bi-Wk         | \$3,048.55    | \$3,147.05    | \$3,245.91    | \$3,344.26    | \$3,436.37    | \$3,528.28    | \$3,622.69    | \$3,719.70    | \$3,820.16    | \$3,923.34     | \$4,029.28     |
|             |              | Daily         | \$304.86      | \$314.71      | \$324.60      | \$334.43      | \$343.64      | \$352.83      | \$362.27      | \$371.97      | \$382.02      | \$392.34       | \$402.93       |
|             |              | Hourly        | \$43.56       | \$44.96       | \$46.38       | \$47.78       | \$49.10       | \$50.41       | \$51.76       | \$53.14       | \$54.58       | \$56.05        | \$57.57        |
| HJ          | 26           | Annual        | \$83,394.00   | \$86,065.00   | \$88,736.00   | \$91,399.00   | \$93,910.00   | \$96,425.00   | \$99,010.00   | \$101,664.00  | \$104,409.00  | \$107,229.00   | \$110,125.00   |
|             |              | Bi-Wk         | \$3,195.18    | \$3,297.51    | \$3,399.85    | \$3,501.88    | \$3,598.09    | \$3,694.45    | \$3,793.49    | \$3,895.18    | \$4,000.35    | \$4,108.40     | \$4,219.35     |
|             |              | Daily         | \$319.52      | \$329.76      | \$339.99      | \$350.19      | \$359.81      | \$369.45      | \$379.35      | \$389.52      | \$400.04      | \$410.84       | \$421.94       |
|             |              | Hourly        | \$45.65       | \$47.11       | \$48.57       | \$50.03       | \$51.41       | \$52.78       | \$54.20       | \$55.65       | \$57.15       | \$58.70        | \$60.28        |
| HJ          | 27           | Annual        | \$87,409.00   | \$90,175.00   | \$92,930.00   | \$95,703.00   | \$98,330.00   | \$100,961.00  | \$103,667.00  | \$106,450.00  | \$109,325.00  | \$112,277.00   | \$115,309.00   |
|             |              | Bi-Wk         | \$3,349.01    | \$3,454.99    | \$3,560.54    | \$3,666.79    | \$3,767.44    | \$3,868.24    | \$3,971.92    | \$4,078.55    | \$4,188.70    | \$4,301.81     | \$4,417.97     |
|             |              | Daily         | \$334.91      | \$345.50      | \$356.06      | \$366.68      | \$376.75      | \$386.83      | \$397.20      | \$407.86      | \$418.87      | \$430.19       | \$441.80       |
|             |              | Hourly        | \$47.85       | \$49.36       | \$50.87       | \$52.39       | \$53.83       | \$55.27       | \$56.75       | \$58.27       | \$59.84       | \$61.46        | \$63.12        |

**P-1 HJ 35 Hour Pay Plan Effective 07/01/2022**

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HJ          | 28           | Annual        | \$91,702.00   | \$94,557.00   | \$97,405.00   | \$100,259.00  | \$103,015.00  | \$105,775.00  | \$108,612.00  | \$111,526.00  | \$114,538.00  | \$117,631.00   | \$120,808.00   |
|             |              | Bi-Wk         | \$3,513.49    | \$3,622.88    | \$3,732.00    | \$3,841.35    | \$3,946.94    | \$4,052.69    | \$4,161.38    | \$4,273.03    | \$4,388.43    | \$4,506.94     | \$4,628.66     |
|             |              | Daily         | \$351.35      | \$362.29      | \$373.20      | \$384.14      | \$394.70      | \$405.27      | \$416.14      | \$427.31      | \$438.85      | \$450.70       | \$462.87       |
|             |              | Hourly        | \$50.20       | \$51.76       | \$53.32       | \$54.88       | \$56.39       | \$57.90       | \$59.45       | \$61.05       | \$62.70       | \$64.39        | \$66.13        |
| HJ          | 29           | Annual        | \$93,370.00   | \$96,520.00   | \$99,664.00   | \$102,814.00  | \$105,638.00  | \$108,471.00  | \$111,373.00  | \$114,356.00  | \$117,444.00  | \$120,615.00   | \$123,872.00   |
|             |              | Bi-Wk         | \$3,577.40    | \$3,698.09    | \$3,818.55    | \$3,939.24    | \$4,047.44    | \$4,155.98    | \$4,267.17    | \$4,381.46    | \$4,499.78    | \$4,621.27     | \$4,746.06     |
|             |              | Daily         | \$357.74      | \$369.81      | \$381.86      | \$393.93      | \$404.75      | \$415.60      | \$426.72      | \$438.15      | \$449.98      | \$462.13       | \$474.61       |
|             |              | Hourly        | \$51.11       | \$52.83       | \$54.56       | \$56.28       | \$57.83       | \$59.38       | \$60.96       | \$62.60       | \$64.29       | \$66.02        | \$67.81        |
| HJ          | 30           | Annual        | \$97,010.00   | \$100,248.00  | \$103,489.00  | \$106,734.00  | \$109,668.00  | \$112,600.00  | \$115,610.00  | \$118,702.00  | \$121,907.00  | \$125,199.00   | \$128,580.00   |
|             |              | Bi-Wk         | \$3,716.86    | \$3,840.92    | \$3,965.10    | \$4,089.43    | \$4,201.84    | \$4,314.18    | \$4,429.51    | \$4,547.97    | \$4,670.77    | \$4,796.90     | \$4,926.44     |
|             |              | Daily         | \$371.69      | \$384.10      | \$396.51      | \$408.95      | \$420.19      | \$431.42      | \$442.96      | \$454.80      | \$467.08      | \$479.69       | \$492.65       |
|             |              | Hourly        | \$53.10       | \$54.88       | \$56.65       | \$58.43       | \$60.03       | \$61.64       | \$63.28       | \$64.98       | \$66.73       | \$68.53        | \$70.38        |
| HJ          | 31           | Annual        | \$100,797.00  | \$104,142.00  | \$107,475.00  | \$110,807.00  | \$113,857.00  | \$116,901.00  | \$120,027.00  | \$123,236.00  | \$126,564.00  | \$129,982.00   | \$133,492.00   |
|             |              | Bi-Wk         | \$3,861.96    | \$3,990.12    | \$4,117.82    | \$4,245.48    | \$4,362.34    | \$4,478.97    | \$4,598.74    | \$4,721.69    | \$4,849.20    | \$4,980.16     | \$5,114.64     |
|             |              | Daily         | \$386.20      | \$399.02      | \$411.79      | \$424.55      | \$436.24      | \$447.90      | \$459.88      | \$472.17      | \$484.92      | \$498.02       | \$511.47       |
|             |              | Hourly        | \$55.18       | \$57.01       | \$58.83       | \$60.65       | \$62.32       | \$63.99       | \$65.70       | \$67.46       | \$69.28       | \$71.15        | \$73.07        |
| HJ          | 32           | Annual        | \$104,708.00  | \$108,143.00  | \$111,567.00  | \$115,005.00  | \$118,170.00  | \$121,331.00  | \$124,575.00  | \$127,909.00  | \$131,363.00  | \$134,910.00   | \$138,553.00   |
|             |              | Bi-Wk         | \$4,011.81    | \$4,143.41    | \$4,274.60    | \$4,406.33    | \$4,527.59    | \$4,648.70    | \$4,772.99    | \$4,900.73    | \$5,033.07    | \$5,168.97     | \$5,308.55     |
|             |              | Daily         | \$401.19      | \$414.35      | \$427.46      | \$440.64      | \$452.76      | \$464.87      | \$477.30      | \$490.08      | \$503.31      | \$516.90       | \$530.86       |
|             |              | Hourly        | \$57.32       | \$59.20       | \$61.07       | \$62.95       | \$64.68       | \$66.41       | \$68.19       | \$70.02       | \$71.91       | \$73.85        | \$75.84        |
| HJ          | 33           | Annual        | \$108,799.00  | \$112,324.00  | \$115,848.00  | \$119,380.00  | \$122,662.00  | \$125,946.00  | \$129,319.00  | \$132,780.00  | \$136,366.00  | \$140,048.00   | \$143,830.00   |
|             |              | Bi-Wk         | \$4,168.55    | \$4,303.61    | \$4,438.63    | \$4,573.95    | \$4,699.70    | \$4,825.52    | \$4,954.76    | \$5,087.36    | \$5,224.76    | \$5,365.83     | \$5,510.73     |
|             |              | Daily         | \$416.86      | \$430.37      | \$443.87      | \$457.40      | \$469.97      | \$482.56      | \$495.48      | \$508.74      | \$522.48      | \$536.59       | \$551.08       |
|             |              | Hourly        | \$59.56       | \$61.49       | \$63.41       | \$65.35       | \$67.14       | \$68.94       | \$70.79       | \$72.68       | \$74.64       | \$76.66        | \$78.73        |
| HJ          | 34           | Annual        | \$113,138.00  | \$116,751.00  | \$120,378.00  | \$123,992.00  | \$127,399.00  | \$130,813.00  | \$134,323.00  | \$137,923.00  | \$141,647.00  | \$145,472.00   | \$149,400.00   |
|             |              | Bi-Wk         | \$4,334.79    | \$4,473.22    | \$4,612.19    | \$4,750.66    | \$4,881.19    | \$5,012.00    | \$5,146.48    | \$5,284.41    | \$5,427.09    | \$5,573.64     | \$5,724.14     |
|             |              | Daily         | \$433.48      | \$447.33      | \$461.22      | \$475.07      | \$488.12      | \$501.20      | \$514.65      | \$528.45      | \$542.71      | \$557.37       | \$572.42       |
|             |              | Hourly        | \$61.93       | \$63.91       | \$65.89       | \$67.87       | \$69.74       | \$71.60       | \$73.53       | \$75.50       | \$77.53       | \$79.63        | \$81.78        |
| HJ          | 35           | Annual        | \$117,614.00  | \$121,325.00  | \$125,033.00  | \$128,253.00  | \$131,776.00  | \$135,303.00  | \$138,927.00  | \$142,650.00  | \$146,502.00  | \$150,458.00   | \$154,521.00   |
|             |              | Bi-Wk         | \$4,506.29    | \$4,648.47    | \$4,790.54    | \$4,913.91    | \$5,048.89    | \$5,184.03    | \$5,322.88    | \$5,465.52    | \$5,613.11    | \$5,764.68     | \$5,920.35     |
|             |              | Daily         | \$450.63      | \$464.85      | \$479.06      | \$491.40      | \$504.89      | \$518.41      | \$532.29      | \$546.56      | \$561.32      | \$576.47       | \$592.04       |
|             |              | Hourly        | \$64.38       | \$66.41       | \$68.44       | \$70.20       | \$72.13       | \$74.06       | \$76.05       | \$78.08       | \$80.19       | \$82.36        | \$84.58        |
| HJ          | 36           | Annual        | \$122,327.00  | \$126,139.00  | \$129,941.00  | \$133,749.00  | \$137,428.00  | \$141,107.00  | \$144,883.00  | \$148,761.00  | \$152,778.00  | \$156,904.00   | \$161,141.00   |
|             |              | Bi-Wk         | \$4,686.86    | \$4,832.92    | \$4,978.59    | \$5,124.49    | \$5,265.45    | \$5,406.40    | \$5,551.08    | \$5,699.66    | \$5,853.57    | \$6,011.65     | \$6,173.99     |
|             |              | Daily         | \$468.69      | \$483.30      | \$497.86      | \$512.45      | \$526.55      | \$540.64      | \$555.11      | \$569.97      | \$585.36      | \$601.17       | \$617.40       |
|             |              | Hourly        | \$66.96       | \$69.05       | \$71.13       | \$73.21       | \$75.23       | \$77.24       | \$79.31       | \$81.43       | \$83.63       | \$85.89        | \$88.20        |

**P-1 HJ 35 Hour Pay Plan Effective 07/01/2022**

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HJ          | 37           | Annual        | \$127,241.00  | \$131,157.00  | \$135,068.00  | \$138,981.00  | \$142,797.00  | \$146,619.00  | \$150,541.00  | \$154,568.00  | \$158,742.00  | \$163,029.00   | \$167,431.00   |
|             |              | Bi-Wk         | \$4,875.14    | \$5,025.18    | \$5,175.02    | \$5,324.95    | \$5,471.15    | \$5,617.59    | \$5,767.86    | \$5,922.15    | \$6,082.07    | \$6,246.33     | \$6,414.99     |
|             |              | Daily         | \$487.52      | \$502.52      | \$517.51      | \$532.50      | \$547.12      | \$561.76      | \$576.79      | \$592.22      | \$608.21      | \$624.64       | \$641.50       |
|             |              | Hourly        | \$69.65       | \$71.79       | \$73.93       | \$76.08       | \$78.16       | \$80.26       | \$82.40       | \$84.61       | \$86.89       | \$89.24        | \$91.65        |
| HJ          | 38           | Annual        | \$132,287.00  | \$136,291.00  | \$140,293.00  | \$144,299.00  | \$148,264.00  | \$152,231.00  | \$156,305.00  | \$160,488.00  | \$164,822.00  | \$169,273.00   | \$173,844.00   |
|             |              | Bi-Wk         | \$5,068.47    | \$5,221.88    | \$5,375.22    | \$5,528.70    | \$5,680.62    | \$5,832.61    | \$5,988.70    | \$6,148.97    | \$6,315.02    | \$6,485.56     | \$6,660.69     |
|             |              | Daily         | \$506.85      | \$522.19      | \$537.53      | \$552.87      | \$568.07      | \$583.27      | \$598.87      | \$614.90      | \$631.51      | \$648.56       | \$666.07       |
|             |              | Hourly        | \$72.41       | \$74.60       | \$76.79       | \$78.99       | \$81.16       | \$83.33       | \$85.56       | \$87.85       | \$90.22       | \$92.66        | \$95.16        |
| HJ          | 39           | Annual        | \$137,582.00  | \$141,678.00  | \$145,894.00  | \$149,879.00  | \$153,999.00  | \$158,120.00  | \$162,354.00  | \$166,704.00  | \$171,206.00  | \$175,829.00   | \$180,577.00   |
|             |              | Bi-Wk         | \$5,271.35    | \$5,428.28    | \$5,589.81    | \$5,742.50    | \$5,900.35    | \$6,058.24    | \$6,220.46    | \$6,387.13    | \$6,559.62    | \$6,736.75     | \$6,918.66     |
|             |              | Daily         | \$527.14      | \$542.83      | \$558.99      | \$574.25      | \$590.04      | \$605.83      | \$622.05      | \$638.72      | \$655.97      | \$673.68       | \$691.87       |
|             |              | Hourly        | \$75.31       | \$77.55       | \$79.86       | \$82.04       | \$84.30       | \$86.55       | \$88.87       | \$91.25       | \$93.71       | \$96.24        | \$98.84        |
| HJ          | 40           | Annual        | \$143,060.00  | \$147,245.00  | \$151,434.00  | \$155,623.00  | \$159,898.00  | \$164,182.00  | \$168,582.00  | \$173,098.00  | \$177,772.00  | \$182,572.00   | \$187,502.00   |
|             |              | Bi-Wk         | \$5,481.23    | \$5,641.58    | \$5,802.07    | \$5,962.57    | \$6,126.37    | \$6,290.50    | \$6,459.09    | \$6,632.11    | \$6,811.19    | \$6,995.10     | \$7,183.99     |
|             |              | Daily         | \$548.13      | \$564.16      | \$580.21      | \$596.26      | \$612.64      | \$629.05      | \$645.91      | \$663.22      | \$681.12      | \$699.51       | \$718.40       |
|             |              | Hourly        | \$78.31       | \$80.60       | \$82.89       | \$85.18       | \$87.52       | \$89.87       | \$92.28       | \$94.75       | \$97.31       | \$99.93        | \$102.63       |
| HJ          | 41           | Annual        | \$148,824.00  | \$153,110.00  | \$157,395.00  | \$161,680.00  | \$166,130.00  | \$170,574.00  | \$175,140.00  | \$179,828.00  | \$184,684.00  | \$189,671.00   | \$194,793.00   |
|             |              | Bi-Wk         | \$5,702.07    | \$5,866.29    | \$6,030.46    | \$6,194.64    | \$6,365.14    | \$6,535.41    | \$6,710.35    | \$6,889.97    | \$7,076.02    | \$7,267.09     | \$7,463.34     |
|             |              | Daily         | \$570.21      | \$586.63      | \$603.05      | \$619.47      | \$636.52      | \$653.55      | \$671.04      | \$689.00      | \$707.61      | \$726.71       | \$746.34       |
|             |              | Hourly        | \$81.46       | \$83.81       | \$86.15       | \$88.50       | \$90.94       | \$93.37       | \$95.87       | \$98.43       | \$101.09      | \$103.82       | \$106.62       |
| HJ          | 42           | Annual        | \$154,765.00  | \$159,157.00  | \$163,544.00  | \$167,927.00  | \$172,546.00  | \$177,164.00  | \$181,902.00  | \$186,769.00  | \$191,812.00  | \$196,991.00   | \$202,310.00   |
|             |              | Bi-Wk         | \$5,929.70    | \$6,097.97    | \$6,266.06    | \$6,433.99    | \$6,610.96    | \$6,787.90    | \$6,969.43    | \$7,155.91    | \$7,349.12    | \$7,547.55     | \$7,751.35     |
|             |              | Daily         | \$592.97      | \$609.80      | \$626.61      | \$643.40      | \$661.10      | \$678.79      | \$696.95      | \$715.60      | \$734.92      | \$754.76       | \$775.14       |
|             |              | Hourly        | \$84.71       | \$87.12       | \$89.52       | \$91.92       | \$94.45       | \$96.97       | \$99.57       | \$102.23      | \$104.99      | \$107.83       | \$110.74       |
| HJ          | 43           | Annual        | \$161,046.00  | \$165,521.00  | \$169,990.00  | \$174,454.00  | \$179,254.00  | \$184,051.00  | \$188,975.00  | \$194,034.00  | \$199,273.00  | \$204,654.00   | \$210,180.00   |
|             |              | Bi-Wk         | \$6,170.35    | \$6,341.81    | \$6,513.03    | \$6,684.07    | \$6,867.97    | \$7,051.77    | \$7,240.43    | \$7,434.26    | \$7,634.99    | \$7,841.15     | \$8,052.88     |
|             |              | Daily         | \$617.04      | \$634.19      | \$651.31      | \$668.41      | \$686.80      | \$705.18      | \$724.05      | \$743.43      | \$763.50      | \$784.12       | \$805.29       |
|             |              | Hourly        | \$88.15       | \$90.60       | \$93.05       | \$95.49       | \$98.12       | \$100.74      | \$103.44      | \$106.21      | \$109.08      | \$112.02       | \$115.05       |